



# DELAWARE RIVER PORT AUTHORITY

## POLICE DEPARTMENT

### *Diversity Recruitment Plan* 2024



#### General

The Delaware River Port Authority (herein collectively referred to as DRPA) is a bi-state, public, corporate instrumentality of the Commonwealth of Pennsylvania and the State of New Jersey. It functions as a regional transportation agency that serves as steward of four bridges that cross the Delaware River between Pennsylvania and New Jersey: the Ben Franklin, Walt Whitman, Commodore Barry, and Betsy Ross Bridges. Through its Port Authority Transit Corporation (PATCO), the DRPA also operates a transit line between Camden County, New Jersey, and Center City, Philadelphia.

Delaware River Port Authority (DRPA) is an Equal Employment Opportunity Employer in all facets of the personnel process. As a law enforcement agency, the Delaware River Port Authority Police Department (DRPA PD) will continue in its efforts to institute good faith practices to recruit, select, hire, and promote a demographically diverse workforce. The police chief is responsible for administering the DRPA PD diversity recruitment plan. The police chief is supported in this effort by designated personnel, including DRPA's Chief Administrative Officer/EEO Officer, Director, Human Resource Services (HRS), and Manager, EEO.

The DRPA Police Department may hire entry-level police recruits who shall, as a condition of employment, successfully complete a state or federally-certified police academy (i.e., a basic course for police officers). Additionally, the DRPA Police Department may hire and appoint entry-level police officers who have successfully completed a training course determined to be appropriate by the DRPA.

**The diversity recruitment plan may be updated or revised based on the results of demographic reviews or other factors, including, but not limited to, population changes, retirements, departmental needs, or if the police chief requests changes in recruitment efforts.**

#### Goals and Objectives

The **goal** of the diversity recruitment plan is to attract qualified individuals eager to pursue a law enforcement career with the DRPA PD. The **objective** is to align the department's demographic makeup with the diverse population of the Port District it serves through strategic recruitment efforts. To achieve our goals and objectives, our agency will make a good faith and meaningful effort to meet specific recruitment goals geared toward cultivating a workforce that recognizes and embraces racial and gender diversity. The goals and objectives will be accomplished through various recruitment initiatives listed in the *Recruitment Activities* section of this plan.

**Definitions**

**Port District** is defined by Article XIII of the DRPA Compact, Pennsylvania 36 P.S. '3503, and N.J.S.A. 32:3-23 as:

*“...all the territory within the counties of Bucks, Chester, Delaware, Montgomery, and Philadelphia in Pennsylvania, and all territory within the counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem in New Jersey.”*

**Current Demographics**

The demographics composition of the service area and agency are represented in the following table:

Data is based on the 2020 Census Count  RACE / ETHNICITY	DELAWARE RIVER PORT AUTHORITY					
	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
<b>WHITE</b>	1,428,197	44.52%	90	84.90%	8	88.89%
<b>BLACK or AFRICAN AMERICAN</b>	874,513	27.26%	6	5.66%	1	11.11%
<b>HISPANIC - ANY RACE</b>	400,481	12.48%	9	8.50%	0	0
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	4,688	0.15%	0	0	0	0
<b>ASIAN</b>	200,377	6.25%	0	0	0	0
<b>NATIVE HAWAIIAN OR PACIFIC ISLANDER</b>	1,824	0.06%	0	0	0	0
<b>SOME OTHER RACE ALONE</b>	81,740	2.55%	0	0	0	0
<b>POPULATION OF TWO OR MORE RACES</b>	215,906	6.73%	1	0.94%	0	0
<b>TOTAL</b>	<b>3,207,726</b>	100%	<b>106</b>	100%	<b>9</b>	100%

\* 2020 Census information for Delaware, Camden, Gloucester, and Philadelphia Counties.



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#### **Recruitment Activities**

*If a police officer vacancy is to be announced and advertised, as part of our commitment to ensure equal employment opportunities for all individuals, DRPA PD, working with the DRPA Human Resource Services Department, shall take the following actions:*

- Review the job description and specifications to ensure they are free of artificial barriers and that all requirements are job-related, realistic, and reflect the actual work requirements of the essential job duties.
- Place advertisements on job opportunities on job boards that are uniquely positioned to reach a diverse pool of applicants.
- Ensure that advertisements and newsletters always state that DRPA is an Equal Employment Opportunity Employer.
- Identify, establish, and maintain contact with local minority organizations and social support groups, including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations, and seek to interact regularly for the purpose of community engagement and recruitment.
- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact local boards of education to request opportunities to address high school students and inform them about career paths in the DRPA PD after completing their formal education.
- Attend career days at local schools and community colleges.
- Attend regional job fairs to promote DRPA values of diversity, inclusion, fairness, and equity.
- Develop and distribute informational brochures and other material that may attract qualified applicants.
- Using photographs reflective of our commitment to diversity, make maximum use of the Delaware River Port Authority website to attract qualified applicants to the agency.
- Advertise on the Delaware River Port Authority's social media platforms and any other appropriate media market for persons meeting eligibility requirements.
- Make maximum use of the recruiting websites and services when feasible.
- Ensure that employees who are selected to serve on interview panels are a diverse group (race, ethnicity, and gender).

## **Annual Review, Evaluation, and Reporting**

The police chief shall have primary responsibility and accountability for implementing the DRPA PD's Diversity Recruitment Plan. The police chief shall provide directions that ensure commitment to equal employment opportunity and the success of the Diversity Recruitment Plan for DRPA PD.

The police chief shall designate a police captain to oversee, administer, implement, and monitor the plan. Annually, the police captain reviews the Diversity Recruitment Plan and reports on the degree to which equal employment opportunity and DRPA PD organizational objections have been attained.

The police captain shall work with HRS to analyze applicant flow and determine the mix of persons applying for employment by race, ethnicity, and gender. The annual review shall also include conducting a demographic analysis of the DRPA PD to determine whether any substantial disparities have been reduced. If the goals and objectives have not been met, the police captain shall recommend revisions to the Diversity Recruitment Plan.

The police chief shall report the results of the annual review to the chief safety security officer and other levels of management, as appropriate, advising on the effectiveness of the Diversity Recruitment Plan and make recommendations where opportunities for growth and improvement exist.

· N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "[Promoting Diversity in Law Enforcement Recruiting and Hiring](#)" in Paragraph III.

· The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>